










NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) IN STATES IN THE NORTH-CENTRAL ZONE (as at December 2020)

 BENUE	<ul style="list-style-type: none"> Enacted Law on CPS in May 2019. Established Pension Bureau. Registration of Employees with PFAs is ongoing. Remitting 10% employer & 8% employees' Pension Contributions for employees of three (3) Agencies and 21 out of 23 Local Government Councils. 	<ul style="list-style-type: none"> Yet to commence remittance for the remaining employees covered under the CPS as at December 2020. Yet to conduct Actuarial Valuation Yet to open Retirement Benefits Bond Redemption Fund Account Yet to commence funding of Accrued Pension Rights. No Group Life Insurance Policy
 FCT	<ul style="list-style-type: none"> Covered by PRA 2014. Established 2 Pension Bureaux (FCTA & Area Councils). Registered Employees with PFAs. Remitting Pension Contributions (up to date remittance of pension contributions for employees of the FCTA and LEAs, but irregular for some Area Councils). Rate of contribution is 10% employer and 8% employee. 	<ul style="list-style-type: none"> Carried out Actuarial Valuation. Opened Retirement Benefits Bond Redemption Fund Account. Regular funding of Accrued Pension Rights for both FCTA and Area Councils. Group Life Insurance Policy for FCT Area Councils and LEAs No Group Life Insurance Policy for FCTA.
 KOGI	<ul style="list-style-type: none"> Enacted Law on CPS in 2018 Established Pension Bureau. Yet to register Employees with PFAs. Yet to commence remittance of Pension Contributions. Yet to conduct Actuarial Valuation. Yet to open Retirement Benefits Bond Redemption Fund Account. 	<ul style="list-style-type: none"> Yet to commence funding of Accrued Pension Rights No Group Life Insurance Policy.
 KWARA	<ul style="list-style-type: none"> Presented Bill on CPS before the State House of Assembly in 2016 	
 NASARAWA	<ul style="list-style-type: none"> Enacted Law on CPS in 2009 (currently in the process of amending its law to commence CPS implementation). Recently constituted Nasarawa State House of Assembly Ad hoc Committee on Pension Review. Yet to establish Pension Bureau. Yet to register Employees with PFAs. Yet to conduct Actuarial Valuation. 	<ul style="list-style-type: none"> Yet to open Retirement Benefits Bond Redemption Fund Account. Yet to commence funding of Accrued Pension Rights. No Group Life Insurance Policy.
 NIGER	<ul style="list-style-type: none"> Enacted Law on CPS in 2006. Suspended implementation of the CPS in April 2015 but amended its Law in 2017 to extend its transition period to exempt some employees from the CPS. Established Pension Bureau. Registered Employees with PFAs. Stopped remitting 7.5% employer & 7.5% employee Pension Contributions since 2015 but resumed deductions of 10.5% 	<p>employer & 7.5% employee pension contributions from June 2020.</p> <ul style="list-style-type: none"> Yet to resume remittance of 10.5% employer and 7.5% employees' pension contributions to employees' RSAs. Yet to conduct Actuarial Valuation. Yet to open Retirement Benefits Bond Redemption Fund Account. Yet to commence funding of Accrued Pension Rights. No Group Life Insurance Policy.
 PLATEAU	<p>Drafted a new Bill on CPS in 2020. The State has forwarded the draft bill to the Commission for review.</p>	

LEVEL OF IMPLEMENTATION

OUTSTANDING IMPLEMENTATION MILESTONE



NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) BY STATES IN THE NORTH-EAST ZONE (as at December 2020)

ADAMAWA

- Enacted Law on CPS in 2013. Recently drafted Adamawa State Contributory Pension Scheme (CPS) Bill 2020, which seeks to establish a Scheme similar to Contributory Defined Benefits Scheme (CDBS) in the State.
- Yet to establish Pension Bureau.
- The 2013 Law does not provide for appointment of PFAs, while the 2020 Bill proposes custody of pension funds with Board of Trustees instead of PFCs.
- Yet to commence remittance of Pension Contributions.
- Yet to conduct Actuarial Valuation.
- Yet to open Retirement Benefits Bond Redemption Fund Account.
- Yet to commence funding of Accrued Pension Rights.
- No Group Life Insurance Policy.

BAUCHI

- Drafted a Bill on Contributory Defined Benefits Scheme (CDBS) in 2015.
- Recently constituted a committee to guide the process of implementation of the CPS and other reforms needed in pension administration in the State.

BORNO

- Drafted a Bill on CPS in 2012 and forwarded a copy to the Commission for review. The Commission communicated its observations on the Bill to the State in May 2012.

GOMBE

- Enacted a Law on CPS in 2008 but amended the 2008 Law on CPS to CDBS Law in January 2019.
- Yet to establish Pension Bureau.
- Yet to commence remittance of Pension Contributions.
- Yet to conduct Actuarial Valuation.

TARABA

- Enacted a Law on CPS in 2009.
- Yet to establish Pension Bureau.
- Yet to register State Employees
- Yet to commence remittance of Pension Contributions.
- Yet to conduct Actuarial Valuation.
- Yet to open Retirement Benefits Bond Redemption Fund Account.
- Yet to commence funding of Accrued Pension Rights.
- No Group Life Insurance Policy.

YOBE

- Operating Defined Benefit Scheme (DBS). However, Committee was inaugurated on the Adoption of CPS in February 2020



NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) BY STATES IN THE NORTH-WEST ZONE (as at December 2020)

	<ul style="list-style-type: none">• Enacted law on CDBS in 2005 and further amended the law in 2015.• Established Pension Bureau.• Remitting 17% employer & 8% employee pension contributions under the Contributory Defined Benefits Scheme to (10) selected PFAs (Remittances are currently not up to date. The State's last remittance up to April 2020).• Conducted Actuarial Valuation as at December 2018.	<ul style="list-style-type: none">• Funding Accrued Rights consistently with 5% of total monthly wage bill.
	<ul style="list-style-type: none">• Amended Law on CPS in 2016.• Established Pension Bureau• Registered Employees with PFAs.• Remitting Pension Contributions but reduced the employer's rate of contributions from 13% to 8%, in violation of the State Pension Law and PRA 2014.• The employees' pension contribution rate remained same (7%).• Conducted Actuarial Valuation.• Opened Retirement Benefits Bond Redemption Fund Account with CBN	<ul style="list-style-type: none">• Replaced Group Life Insurance with Sinking Fund to be domiciled with CBN.• The State has huge arrears of Accrued Pension Rights. Yet to commence setting aside funds in the Sinking Fund Account opened with CBN for settlement of death benefits
	<ul style="list-style-type: none">• Enacted a Law on CDBS in 2006 (implementing Contributory Defined Benefits Scheme).• Deducting Pension Contributions under the management of the Board of Trustees instead of PFAs.	<ul style="list-style-type: none">• Yet to establish Pension Bureau/Board.• Yet to transfer the pension assets to a Licensed Pension Operator.• Yet to conduct Actuarial Valuation• Has huge pension and gratuity liabilities.
	<ul style="list-style-type: none">• Drafted a Bill on Contributory Defined Benefits Scheme (CDBS) in 2017	
	<ul style="list-style-type: none">• Enacted a Law on CPS in 2009 (amended some sections of the Law in 2014).• Established a Pension Bureau.• Registered Employees with PFAs.• Remitting only employees' portion (7.5%) of Pension Contributions.	<ul style="list-style-type: none">• Yet to conduct Actuarial Valuation.• Yet to open Retirement Benefits Bond Redemption Fund Account.• Yet to commence funding of Accrued Pension Rights.• No Group Life Insurance Policy.• Employees covered under CPS being placed under DBS at retirement.
	<ul style="list-style-type: none">• Enacted Law on CPS in 2007.• Registered some employees with PFAs.• Yet to commence remittance of Pension Contributions.• Yet to conduct Actuarial Valuation.	<ul style="list-style-type: none">• Yet to open Retirement Benefits Bond Redemption Fund Account.• Yet to commence funding of Accrued Pension Rights.• No Group Life Insurance Policy.• Yet to establish Pension Bureau
	<ul style="list-style-type: none">• Repealed Law on CPS and enacted Law on CDBS in 2019.• Remitted only employee portion (7.5%) of pension contributions prior to transit to CDBS but stopped remitting with the enactment of CDBS Law.•	<ul style="list-style-type: none">• Yet to establish Pension Bureau.• Yet to commence deductions and remittances of contributions under the CDBS• Remittances made under the CPS currently being refunded to employees.• Yet to conduct Actuarial Valuation.



NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) IN STATES IN THE SOUTH-EAST ZONE (as at December 2020)

	<ul style="list-style-type: none">Enacted Law on CPS in 2017.Yet to establish Pension Bureau.Yet to register State Employees with PFAsYet to commence remittance of Pension Contributions.Yet to conduct Actuarial Valuation.	<ul style="list-style-type: none">Yet to open Retirement Benefits Bond Redemption Fund Account.Yet to commence funding of Accrued Pension Rights.No Group Life Insurance Policy.
	<ul style="list-style-type: none">Enacted Law on CPS in 2013 (amended some sections of the Law in 2014).Registered Employees with PFAs.Remitting 10% employer & 5% employee contributions.Remitted employer pension contributions up to December 2017 and remitted employee pension contribution up to August 2020 for State employees.Remitted employee and employer pension contributions up to August 2018 for Local Government employees.Conducted Actuarial Valuation.Opened Retirement Benefits Bond Redemption Fund Account with a PFA, for Local Government employees in line with the State Law.	<ul style="list-style-type: none">Irregular funding of Accrued Pension Rights for Local Government employees.Yet to establish Pension Bureau (implementation being driven by Office of the Head of Service & Joint Account Allocation Committee).Yet to open Retirement Benefits Bond Redemption Fund Account for State employees.Yet to commence funding of Accrued Pension Rights for State Employees.No Group Life Insurance Policy.
	<ul style="list-style-type: none">Enacted Law on CPS in 2017 (amended the Law and forwarded to the Commission and the Commission communicated its observations on the Law to the State).Yet to establish Pension Bureau.Yet to register Employees with PFAs.	<ul style="list-style-type: none">Yet to commence remittance of Pension Contributions.Yet to conduct Actuarial Valuation.Yet to open Retirement Benefits Bond Redemption Fund Account.Yet to commence funding of Accrued Pension Rights.No Group Life Insurance Policy.
	<ul style="list-style-type: none">Enacted Law on CPS in 2014.Yet to establish Pension Bureau.Yet to register State EmployeesYet to commence remittance of Pension Contributions.Yet to conduct Actuarial Valuation.Yet to open Retirement Benefits Bond Redemption Fund Account.	<ul style="list-style-type: none">Yet to commence funding of Accrued Pension Rights.No Group Life Insurance Policy.
	<ul style="list-style-type: none">Enacted Law on CPS in 2008.Yet to establish Pension Bureau.Yet to register Employees with PFAs.Yet to commence remittance of Pension Contributions.Yet to conduct Actuarial Valuation.	<ul style="list-style-type: none">Yet to open Retirement Benefits Bond Redemption Fund Account.Yet to commence funding of Accrued Pension Rights.No Group Life Insurance Policy.

LEVEL OF IMPLEMENTATION

OUTSTANDING IMPLEMENTATION MILESTONES



NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) BY STATES IN THE SOUTH-SOUTH ZONE (as at December 2020)



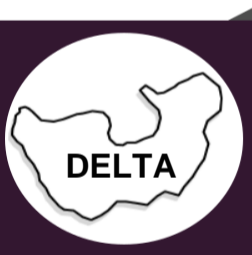
Bill on CPS undergoing legislative process.



- Enacted Law on CPS in 2009.
- Established 2 Pension Bureaus (State & Local Government).
- Yet to register State Employees.
- Yet to commence remittance of Pension Contributions.
- Yet to conduct Actuarial Valuation.
- Yet to open Retirement Benefits Bond Redemption Fund Account.
- Yet to commence funding of Accrued Pension Rights.
- No Group Life Insurance Policy.



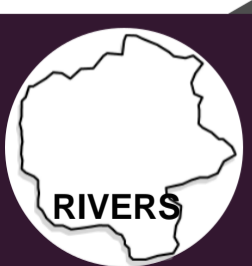
Drafted a Bill on CPS in 2012



- Enacted Law on CPS in 2008 (amended State Pension Law in 2011).
- Established 2 Pension Bureaus (State & Local Government).
- Registered Employees with PFAs.
- Remitting 10% employer & 7.5% employee Pension Contributions (Remitted pension remittance up to April 2020 for employees of the Local Government and up to October 2020 for employees of the State).
- Carried out Actuarial Valuation.
- Opened Retirement Benefits Bond Redemption Fund Account with CBN.
- Funding Accrued Pension Rights.
- The State has huge arrears of Accrued Pension Rights.
- No Group Life Insurance Policy



- Enacted Law on CPS in 2010 (amended Pension Law in 2017).
- Established Pension Bureau.
- Registered State Employees with PFAs.
- Remitting 10% employer & 8% employee pension contributions (up to date).
- Actuarial Valuation is still ongoing as at the reporting date.
- Valid Group Life Insurance Policy.
- Yet to commence funding of Accrued Pension Rights.
- Yet to open Retirement Benefits Bond Redemption Fund Account with CBN



- Repealed the Pension Reform Law 2009 and re-enacted Pension Law in 2019 and extended the transition period to commence July 2019.
- Established Pension Bureau.
- Registered Employees with PFAs.
- Stopped remitting 7.5% employer contributions in 2016.
- Conducted Actuarial Valuation.
- Opened a Retirement Benefits Bond Redemption Fund Account with Premium Pensions, in line with State Pension Law.
- Yet to commence regular funding of the Retirement Benefits Bond Redemption Fund Account.
- Yet to institute Group Life Insurance Policy.

LEVEL OF IMPLEMENTATION

OUTSTANDING IMPLEMENTATION MILESTONE



NATIONAL PENSION COMMISSION

STATUS OF IMPLEMENTATION OF THE CONTRIBUTORY PENSION SCHEME (CPS) BY STATES IN THE SOUTH-WEST ZONE (as at December 2020)

	<ul style="list-style-type: none"> Amended pension law in 2017. Established Pension Bureau Registered Employees with PFAs. Remitting 10% employer & 8% employee Pension Contribution up to June 2020. 	<ul style="list-style-type: none"> Carried out Actuarial Valuation Yet to open Retirement Benefits Bond Redemption Fund Account with a PFA Yet to commence funding of Accrued Pension Rights. No Group Life Insurance Policy.
	<ul style="list-style-type: none"> Enacted a Law on CPS in 2007. Amended some sections of the Principal Law in 2019. Established Pension Bureau Registered Employees with PFAs. Regular Remittance of 10% employer & 8% employee Pension Contributions. 	<ul style="list-style-type: none"> Conducted Actuarial Valuation. Funding Accrued Pension Rights. Recently opened Retirement Benefits Bond Redemption Fund Account with two PFAs for State & Local Governments. Valid Group Life Insurance Policy. The State has arrears of Accrued Pension Rights
	<ul style="list-style-type: none"> Enacted Law on CPS in 2008 (amended the Law in 2013 to extend its transition period). Established 2 Pension Bureaus (State & Local Government). Registered Employees with PFAs. Deducting 7.5% employer & 7.5% employee Pension Contributions but stopped remitting same since 2015. 	<ul style="list-style-type: none"> Yet to commence remittance of pension contributions into the Retirement Savings Account of state and Local Government Councils employees despite deduction of employees' portion of pension contributions. The State has arrears of Accrued Pension Rights. Yet to conduct Actuarial Valuation. Yet to open Retirement Benefits Bond Redemption Fund Account. Yet to commence funding of Accrued Pension Rights. No Group Life Insurance Policy.
	<ul style="list-style-type: none"> Enacted Law on CPS in 2014. Established Pension Bureau. Registered Employees with PFAs. Remitting 10% employer & 8% employee pension contributions up to October 2020 Valid Group Life Insurance Policy. 	<ul style="list-style-type: none"> No Actuarial Valuation as employees covered under the CPS have no Accrued Pension Rights.
	<ul style="list-style-type: none"> Enacted Law on CPS in 2008. Established 2 Pension Bureaus (State & Local Governments). Registered Employees with PFAs. Remitting 7.5% employer & employee Pension Contributions up to December 2020 for State employees. However, there is backlog of pension contributions From May 2019 to July 2020. Conducted Actuarial Valuation. 	<ul style="list-style-type: none"> Opened Retirement Benefits Bond Redemption Fund Account with the CBN. Inadequate funding of Accrued Pension Rights. Valid Group Life Insurance Policy. The State has backlog of unremitted pension contributions and huge arrears of Accrued Pension Rights.
	<ul style="list-style-type: none"> Enacted Law on CPS in 2010. In 2018 forwarded a Bill to amend its Law. The Commission communicated its observations to the State. Yet to establish Pension Bureau. Yet to register State Employees. 	<ul style="list-style-type: none"> Yet to commence remittance of Pension Contributions. Yet to conduct Actuarial Valuation. Yet to open Retirement Benefits Bond Redemption Fund Account. Yet to commence funding of Accrued Pension Rights. No Group Life Insurance Policy.